

## **WMAQ and WSNS 2019 Annual EEO Public File Report**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WMAQ and WSNS.

The information contained in this Report covers the time period beginning August 1, 2018 to and including July 31, 2019 (the "Applicable Period").

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules.

## 2019 Annual EEO Public File Report

### I. Vacancy Recruitment

Covering the Period from August 1, 2018 to July 31, 2019  
Stations Comprising Station Employment Unit: WMAQ and WSNS

WMAQ Hires						
Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate(s) Hired	Number Hired	Number Interviewed
1	Media Manager, WMAQ-TV	8/6/2018	Recruitment Source Data Form	nbcunicareers.com (and other job sites)	1	4
1	Digital Specialist (NBC Chicago & Telemundo)	10/1/2018	Recruitment Source Data Form	Current Temp Employee - DH	1	2
1	News Content Producer-WMAQ	10/29/2018	Recruitment Source Data Form	nbcunicareers.com (and other job sites)	1	4
1	Sales Account Executive (NBC Chicago)	11/1/2018	Recruitment Source Data Form	Current NBCU Staff Employee	1	8
1	Platform Manager - WMAQ	11/12/2018	Recruitment Source Data Form	Current NBCU Staff Employee	1	2
1	Reporter, WMAQ	12/3/2018	Recruitment Source Data Form	Talent Agent	1	11
1	News Content Producer – WMAQ	1/7/2019	Recruitment Source Data Form	nbcunicareers.com (and other job sites)	1	6
1	News Content Producer WMAQ	1/7/2019	Recruitment Source Data Form	nbcunicareers.com (and other job sites)	1	4
1	News Content Producer WMAQ	2/18/2019	Recruitment Source Data Form	Current Temp Employee	1	5
1	Managing Editor - WMAQ	3/11/2019	Recruitment Source Data Form	Industry & Business Contact Referral	1	24
1	Manager, Research & Programming	4/15/2019	Recruitment Source Data Form	Current Comcast Staff Employee	1	2
1	Client Svcs Rep (WMAQ)	4/17/2019	Recruitment Source Data Form	Current NBCU Staff Employee	1	9
1	Marketing Planner (NBC Chicago & Telemundo)	4/29/2019	Recruitment Source Data Form	Current NBCU Staff Employee	1	5
1	IT Support Analyst	5/13/2019	Recruitment Source Data Form	Current NBCU Staff Employee	1	4
1	Client Svcs Rep (WMAQ)	5/28/2019	Recruitment Source Data Form	Industry & Business Contact Referral	1	5
1	Executive Producer-WMAQ	5/29/2019	Recruitment Source Data Form	Employee/Personal Referral	1	8
1	Manager, Integrated Sales Marketing	6/10/2019	Recruitment Source Data Form	Current NBCU Staff Employee	1	4
1	Digital Video Producer – NBC and Telemundo Chicago	6/24/2019	Recruitment Source Data Form	Former Intern	1	6
1	Producer, WMAQ-TV	7/8/2019	Recruitment Source Data Form	Employee/Personal Referral	1	3
1	Sales Account Executive	7/8/2019	Recruitment Source Data Form	Industry & Business Contact Referral	1	6

1	News Content/Digital Producer – NBC Chicago	7/29/2019	Recruitment Source Data Form	nbcunicareers.com (and other job sites)	1	6
1	Sports Content Producer	7/29/2019	Recruitment Source Data Form	Employee/Personal Referral	1	2
<b>WMAQ Total Number of Persons Interviewed</b>						130

<b>WSNS Hires</b>						
<b>Quantity</b>	<b>Position Title</b>	<b>Date Filled</b>	<b>Recruitment source(s) used to fill vacancy</b>	<b>Recruitment Source for Candidate Hired</b>	<b>Number Hired</b>	<b>Number Interviewed</b>
1	Sales Account Executive	11/1/2018	Recruitment Source Data Form	Current NBCU Staff Employee	1	1
1	News Producer, WSNS-TV	3/4/2019	Recruitment Source Data Form	nbcunicareers.com (and other jobsites)	1	6
1	Executive Producer	3/4/2019	Recruitment Source Data Form	nbcunicareers.com (and other jobsites)	1	11
1	News Producer, WSNS-TV	5/28/2019	Recruitment Source Data Form	Employee/Personal Referral	1	2
1	Promotion Producer, WSNS-TV	6/24/2019	Recruitment Source Data Form	Current NBCU Staff Employee	1	5
1	Sales Account Executive	7/15/2019	Recruitment Source Data Form	Employee/Personal Referral	1	4
<b>WSNS Total Number of Persons Interviewed</b>						29

**Total Number of Persons Interviewed During Applicable Period for WMAQ and WSNS: 159**

## II. Recruitment Source Information for Vacancies

Covering the Period from August 1, 2018 to July 31, 2019  
Stations Comprising Station Employment Unit: WMAQ and WSNS

<b>Name of Recruitment Source</b>	<b>Total Number of Interviewees Referred During Year</b>
Current pool of temp employees: Yoh Staff, Daily Hires, freelancers	5
Employee Referrals (Employee Referral Program)	16
Industry and Business contacts referrals	25
LinkedIn.com	3
NBCUnicareers.com - recruiting site External/Internal applicants	66
- NBC & TLMD Internship Program	4
- Internal NBCU employee candidates	32
- Internal Comcast employee candidates	1
- NBCU Rehired Employees	0
Talent Agent representatives of on-air talent	6
Contract Recruiter - NABJ, NAHJ	1
<b>TOTAL</b>	<b>159</b>

### III. Non-Vacancy Specific Recruitment Activities

Covering the Period from August 1, 2018 to July 31, 2019  
Stations Comprising Station Employment Unit: WMAQ and WSNS

JOB FAIR PARTICIPATION			
Organization	Date	Event	Participant(s)
NABJ	8/1/2018-8/5/2018	NABJ Convention in Detroit	Frank Whittaker
NAHJ & NABJ	5/4/2019	NAHJ and NABJ Local Job Fair in Chicago	Tracy Davis, Lauren Stauffer, Meredith Veloz and Cheryl Thorne

EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES AND COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION			
Organization	Date	Event	Participant(s)
Colorado High School	11/1/18	Station Tour 15 Yearbook Club Members	Allison Rosati, Carmen Vega
Blue Valley North High School	11/1/18	Stations Tour – 24 between youth and chaperones	Greg Butler, Emma Asante, Carmen Vega
Northwestern University Medill School	11/9/18	Station Tour – 20 students	Frank W, Greg Butler and Carmen Vega
Bradley University	11/9/18	Station Tour – 12 students	Greg Butler, Carmen Vega
Plymouth High School	11/14/18	Station Tour – 35 High School students	Greg Butler, Emma Asante, Randy King, Carmen Vega
SAU Marketing Group	11/15/18	Station Tour – 13 students and 1 chaperone	Carmen Vega
BAM Cameron Elementary	3/6/19	Station Tour – 18 students	Carmen Vega, Greg Butler
Joliet Catholic Academy	3/8/19	Station Tour – 14 students	Carmen Vega, Brian Bertino
Japan Students	3/11/19	Station Tour – 33 students	Carmen Vega, Kerry Beckett, Greg Butler

South Dakota State University Journalism Club	3/28/19	Station Tour – 10 students	Carmen Vega, Janel Cornejo
Seagull Institute	3/28/19	Station Tour – 25 students	Carmen Vega, Janel Cornejo
James R Jordan Group	4/3/19	Station Tour – 20 students summer program	Emma Asante, Carmen Vega, Greg Butler
Columbia College	4/10/19	Station Tour – 19 Students	Carmen Vega, Janel Cornejo
Cornell College	4/11/19	Station Tour – 20 Students	Carmen Vega, Janel Cornejo
Religion Council	4/11/19	Station Tour – 15 Students	Carmen Vega, Janel Cornejo
Elizabeth Cervantes	4/17/19	Station Tour – 9 Students	Janel Cornejo
Medill Media	4/27/19	Station Tour – 20 Students	Carmen Vega, Greg Butler
Bradley University	5/23/19	Station Tour – 8 Students	Carmen Vega
Illinois Media School	6/19/19	Station Tour – 15 Students and Chaperone	Carmen Vega, Greg Butler

**EMMA BOWEN FOUNDATION FOR MINORITY INTERESTS IN MEDIA:** The Employment Unit participates in the Emma Bowen Foundation for Minority Interest in Media Fellowship program, which is a broadcasting industry scholarship program designed to provide part-time jobs and learning experiences to minority high school and college students. The program is unlike other intern programs in that the students work for their partner company during the summers and school breaks from their junior year in college until they graduate. During that period, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. Students in the program receive an hourly wage, as well as a matching compensation to help defray the cost of college tuition and expenses. The Stations have the opportunity to guide and develop minority students to prepare them for opportunities of permanent placement if available or placement with the NBCU Associates Program upon completion of their college degree. Mentoring from the selected staff in the sponsoring company is also a key element of the program. The Stations have had 3 minority students from the Emma Bowen program during the period covered by this report. One student ended their 2018 summer internship on 8/10/2018 and two students began their summer internship in 6/3/2019.

**EMPLOYEE TRAINING:** Employees of WMAQ-TV and WSNS-TV are provided with training and development opportunities designed to enhance their ability to assume

positions of greater responsibility or skills. Various programs are provided by external vendors and internal company-sponsored programs. Employees of both stations participated in the following courses:

- BTS Microstrategy Training open to all WMAQ and WSNS Sales Department – August 6, 2018
- MMJ seminar/training open to WMAQ & WSNS News Department - August 7-9, 2018
- Weather Summit Redax open to WMAQ & WSNS Meteorologist – September 27-28, 2018
- Forecast Report Overview Training open to all WMAQ & WSNS Sales Department – October 11, 2018
- Telemundo/RSN Training open to all WMAQ & WSNS Sales Department – October 22, 2018
- Legal Standard Training open to all WMAQ & WSNS News Department – November 14-15, 2018
- Galaxy Super User Training open to all WMAQ & WSNS News Department – January 7-11, 2019
- WideOrbit Media Sales open to all to WMAQ & WSNS Sales Department – January 9, 2019
- Galaxy Training open to all WMAQ & WSNS News/Operations Department – January 14 thru February 15, 2019
- Salesforce Training open to all to WMAQ & WSNS Sales Department – January 29, 2019
- Olympic Presentation Training to WMAQ & WSNS Sales Department – February 19, 2019
- Get SMART Training (Salesforce Platform) open to all to WMAQ & WSNS Sales Department – March 18-22, 2019
- Comscore training open to all WMAQ & WSNS Sales Department – May 6, 2019 & July 18, 2019
- Emerging Leaders Program open to WMAQ & WSNS Employees – March 6, 2019 thru May 8, 2019

- Active Threat and Situational Awareness sessions open to all WMAQ & WSNS employees – March 22, 2019
- Spanish Lessons for Beginners open to all WMAQ & WSNS Employees – April 9, 2019 thru June 11, 2019

The broadcast stations of NBCUniversal continue to regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. These offerings include Discrimination/Harassment Prevention Training, Integrity Training, Code of Conduct training, Protecting Company Information Training, Effective Communication Guidelines Training, Gifts and Business Entertainment Guidelines Training, Diversity and Inclusion Training and Conflict of Interest Prevention Training. The internal employee benefits website provides specific information regarding the Company's Tuition Reimbursement Program for continuing education and an online eLearning catalog of available training courses for employees' career development. The partnership between NBCUniversal, Linday.com and the Harvard Manage Mentor program continues and offers online professional development courses to all NBCUniversal employees.

Continual on-line training is required of all employees on the Company's EHS (Environmental Health & Safety) Programs.

**INTERNSHIP PROGRAM:** The Employment Unit maintains an established internship program designed to give exposure to college students about careers in the broadcast industry. During the FCC reporting period covered in this report, 39 college students participated in the program during the last Fall, Spring and Summer sessions. The NBC/Telemundo Internship Program in Chicago is a paid internship program, providing real work experience and deliverables during their internship. Additionally, the internship program exposes interns to senior WMAQ and WSNS personnel who address the students and share key career information in addition to their real work experience. Interns participated in the following seminar sessions during the 2018/2019 summer session: News Management, Creative Services, Sales/Marketing Leadership and Broadcast Operations & Engineering. The Program coordinator is Aida Areizaga, Human Resources Coordinator, WMAQ-TV & WSNS-TV, NBCU Chicago.

**COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION:** Employees of the Stations participate in extensive community relations activities, which also create opportunities to educate the community about broadcasting and employment opportunities with WMAQ-TV, WSNS-TV and within the broadcast field in general. Set forth below is a sampling of the community events in which the Employment Unit's personnel participated during the reporting period:



## **2018/2019 - WMAQ's general sampling of sponsored community events and outreach:**

### **2018**

<b>Wednesday, August 1<sup>st</sup></b>	Zoraida Sambolin served as an emcee for the CHA "Take Flight" College Send-Off & Trunk Party
<b>Saturday, August 4<sup>th</sup></b>	LeeAnn Trotter served as an emcee for the Edgewater Pet Parade  LeeAnn Trotter served as an emcee for the Black Harvest Film Festival Opening
<b>Wednesday, August 15<sup>th</sup></b>	Alex Margos participated in Easter Seeks Modern Classic
<b>Sunday, August 26<sup>th</sup></b>	Marion Brooks served as an emcee for The Nora Project Producer's Club Fundraiser
<b>Friday, September 7<sup>th</sup></b>	Peggy Kusinski served as an emcee for the Catholic Charities Gala of the Arts  Zoraida Sambolin served as an emcee for the Commit 2 Change Gala
<b>Saturday, September 8<sup>th</sup></b>	Art Norman participated in UNCF Walk for Education
<b>Friday, September 14<sup>th</sup></b>	Chris Hush served as an emcee for the Chicago House Speaker Series Emcee  Marion Brooks served as an emcee for the Green Tie Ball
<b>Saturday, September 15<sup>th</sup></b>	Rob Stafford served as the Keynote Speaker of the Cancer Survivors' Day at Rush University Cancer Center  Andy Avalos served as an emcee for the Pet-Palooza
<b>Monday, September 17<sup>th</sup></b>	Rob Stafford served as an emcee for The Little Wish Foundation   Supporting Children Fighting Cancer
<b>Wednesday, September 19<sup>th</sup></b>	Kalee Dionne served as a speaker at Charles Reskin Elementary School

<b>Thursday, September 20<sup>th</sup></b>	<p>Art Norman served as an emcee for the Chicago Football Classic President's Reception</p> <p>Regina Waldroup served as an emcee for the Progress Center Liberty Gala</p>
<b>Saturday, September 22<sup>nd</sup></b>	Dick Johnson served as an emcee for the Easter Seals DuPage & Fox Valley Fashion Show
<b>Friday, September 28<sup>th</sup></b>	Zoraida Sambolin served as an emcee for the Chicago Latino Network Gala
<b>Sunday, September 30<sup>th</sup></b>	<p>Lauren Petty served as an emcee for the Run for Kelli</p> <p>Lauren Petty served as an emcee for the Lyons Township Fall Fashion Show</p> <p>Kye Martin and Chris Hush served as the emcees of the 'CHICAGO CAST PADDLE BATTLE'</p>
<b>Monday, October 1<sup>st</sup></b>	Zoraida Sambolin served as an emcee for Comcast Internet Essentials & National Urban League Digital Literacy Training Partnership Announcement
<b>Tuesday, October 2<sup>nd</sup></b>	<p>Lisa Parker served as an emcee for Bring Justice Home</p> <p>LeeAnn Trotter served as an emcee for Comcast Innovation and Inclusion event</p>
<b>Friday, October 5<sup>th</sup></b>	Zoraida Sambolin participated in Metropolitan Chicago Breast Cancer Task Force Lottery Carolyn Adams ticket unveiling
<b>Saturday, October 6<sup>th</sup></b>	Art Norman served as the Master of Ceremonies for the Sterling Friendship Annual Award Dinner
<b>Wednesday, October 10<sup>th</sup></b>	<p>Kalee Dionne served as a guest speaker at Franklin Elementary School</p> <p>Art Norman served as an emcee for the Salvation Army William Booth Society Dinner</p>
<b>Thursday, October 11<sup>th</sup></b>	<p>Kalee Dionne served as a guest speaker to students at Maplebrook Elementary School</p> <p>Sandra Torres, Hilda Gutierrez, Maria Elena Ponticiello, Jessica Delgado, Iris Berrios, Karla Leal,</p>

Anayeli Ruiz participated in Latino Fashion Week  
Celebrity Cat Walk

**Friday, October 12<sup>th</sup>**

Rob Stafford served as an emcee for Roaring to end  
Homelessness

Art Norman served as an emcee for Habilitative  
Systems 40th anniversary

LeeAnn Trotter special guest for the Gilda's Club Night  
of a Thousand Noogies comedy event

**Sunday, October 14<sup>th</sup>**

Sandra Torres served as an emcee for the Edgewater  
5k Event

Patrick Fazio served as an emcee for the Parkinson's  
Foundations Moving Day Chicago 2019

**Wednesday, October 17<sup>th</sup>**

Phil Rogers served as a Speaker at the Association of  
Financial Crimes Investigators Annual Conference

Anayeli Ruiz served as a Moderator for the 2018 Law &  
Government Networking Forum

**Friday, October 19<sup>th</sup>**

Susan Carlson participated in McCord Gallery Gala

**Saturday, October 20<sup>th</sup>**

Regina Waldroup participated in the Journalism Panel  
Discussion

Regina Waldroup served as an emcee at the Freedom  
of Movement Black Tie Gala

**Saturday, October 27<sup>th</sup>**

LeeAnn Trotter served as an emcee for the Conquering  
Breast Cancer Annual Forum

**Monday, October 29<sup>th</sup>**

Allison Rosati and Rob Stafford served as an emcee  
for the Chicago Innovation Awards

**Thursday, November 1<sup>st</sup>**

Kalee Dionne served as an emcee of the Illinois Hotel  
and Lodging Association Stars of the Industry Awards  
Luncheon

**Friday, November 2<sup>nd</sup>**

Sabrina Santucci served as an emcee for The Italian  
American Chamber of Commerce Gala emcee

**Saturday, November 3<sup>rd</sup>**

Alex Maragos served as and emcee for WITS Gala

Zoraida Sambolin served as an emcee at the Cuatro Festival

Patrick Fazio served as an emcee for Sleep Out Saturday

Lauren Petty participated in Hinsdale Humane Society's Grand Opening Gala

**Sunday, November 4<sup>th</sup>**

Andy Avalos served as emcee for the Agency on Aging Holiday Meals On Wheels

**Wednesday, November 7<sup>th</sup>**

Kalee Dionne served as a speaker at Pasteur Elementary School

Alex Maragos participated in Christ the Kings Annual Career Day

**Friday, November 9<sup>th</sup>**

Art Norman served as an emcee for JRJF "Bags for Kids" Cornhole Tournament

Andy Avalos participated in the Annual Caritas Benefit for St. Coletta's of Illinois Foundation

**Saturday, November 10<sup>th</sup>**

LeeAnn Trotter Hippocratic Cancer Research Foundation | Wings to Cure "I Will Survive" Gala

Regina Waldroup served as an emcee for My Starving Children Gala

Art Norman served as an emcee for The Rebirth of C.O.O.L. School Daze Edition Banquet

Rob Stafford participated in Limitless Celebrating Possibilities | Easterseals

**Thursday, November 13<sup>th</sup>**

Dick Johnson served as an emcee for West Suburban Assistance League Annual Books and Brunch Fundraiser

**Wednesday, November 14<sup>th</sup>**

Kalee Dionne served as a speaker at Herscher Grade School, 70 students attended

Anayeli Ruiz participated in Carpentersville Middle School Career Fair

**Thursday, November 15<sup>th</sup>**

Anayeli Ruiz served as an emcee for Covenant House Sleep Out Chicago

Zoraida Sambolin served as an emcee of Institute for Positive Living fundraiser and book signing

**Friday, November 16<sup>th</sup>**

Susan Carlson served as an emcee for Gift of Adoption

Regina Waldroup participated in the Evening in Wonderland Charity Ball

**Saturday, November 17<sup>th</sup>**

Art Norman served as an emcee for Founders Day Scholarship Banquet

**Tuesday, November 28<sup>th</sup>**

Kalee Dionne served as a speaker at Jackson Elementary School for 4th Grade Class

**Sunday, December 2<sup>nd</sup>**

Allison Rosati served as an emcee for Montini Catholic High School Fashion Show

**Monday, December 3<sup>rd</sup>**

Christian Farr served as an emcee for Chicago Champions of Health Awards

**Tuesday, December 11<sup>th</sup>**

Sabrina Santucci served as an emcee for Next Fashion Chicago | Luxe Holiday

**Wednesday, December 12<sup>th</sup>**

Andy Avalos served as a Bell Ringer for the Salvation Army

Sandra Torres served as a speaker for Students in Media Class at Mundelein High School

Sandra Torres served as a speaker for Bilingual Students at Gurnee High School

**Saturday, December 15<sup>th</sup>**

Art Norman participated in CHA Senior Gala featuring George Wallace

## **2019**

**Monday, January 21<sup>st</sup>**

Siafa Lewis and Donte Williams participated in MLK Day-Mission Possible for Kenwood Academy High School

**Saturday, January 26<sup>th</sup>**

Zoraida Sambolin served as an emcee for Kids Q&A Seminar at SoxFest

<b>Sunday, January 27<sup>th</sup></b>	Phil Rogers served as Moderator for the Mayoral Forum
<b>Friday, February 1<sup>st</sup></b>	Kye Martin served as an emcee for March of Dimes   March for Babies Kick-Off Breakfast
<b>Saturday, February 2<sup>nd</sup></b>	Rob Stafford served as an emcee for Multiple Myeloma Research Foundation's(MMRF) Young Professionals Group fundraiser
<b>Monday, February 4<sup>th</sup></b>	Alex Maragos served as a Speaker for a group of students at Butler Middle School
<b>Friday, February 8<sup>th</sup></b>	Lauren Petty served as an emcee for First Look for Charity Catholic Charities Archdiocese of Chicago  Kye Martin served as an emcee for March of Dimes Suite Party at Chicago Auto Show
<b>Tuesday, February 12<sup>th</sup></b>	Alex Maragos served as an emcee for Magnificent Mile Association Annual Meeting
<b>Friday, February 15<sup>th</sup></b>	LeeAnn Trotter served as an emcee for North Lawndale Employment Network Sweet Beginnings Tea
<b>Monday, February 18<sup>th</sup></b>	Zoraida Sambolin served as Master of Ceremony for HACIA (Hispanic American Construction Association Industry)
<b>Wednesday, February 20<sup>th</sup></b>	Zoraida Sambolin served as an emcee for the Water People Theatre Kickoff
<b>Saturday, February 23<sup>rd</sup></b>	Alex Maragos served as an emcee for St. Sava Ball for St. Sava Academy  Mary Ann Ahern served as an emcee for the Housing Forward Have A Heart Gala
<b>Sunday, February 24<sup>th</sup></b>	Jen DeSalvo participated in the Hustle Chicago (Formerly Hustle Up the Hancock)  Natalie Martinez served as an emcee for Night with Oscar
<b>Thursday, February 28<sup>th</sup></b>	Natalie Martinez served as a speaker to 7th and 8th Grade Class on Career Day

Susan Carlson served as a speaker at Trinity Christian College journalism class

Allison Rosati served as an emcee for Celebration of Mundelein event

**Friday, March 1<sup>st</sup>**

Alex Maragos served as an emcee for Umoja Spring Fling

Anayeli Ruiz participated in Mother McAuley Career Day

**Wednesday, March 6<sup>th</sup>**

Allison Rosati served as an emcee for Infant Welfare Society of Chicago Annual Meeting

**Thursday, March 7<sup>th</sup>**

Allison Rosati and Patrick Fazio served as emcees for BBB Annual Dinner

Alex Maragos served as an emcee for Youth of the Year Dinner for the Boys and Girls Clubs of Chicago

**Friday, March 8<sup>th</sup>**

Zoraida Sambolin served as Guest Speaker for International Women's Day Celebration

**Saturday, March 9**

Natalie Martinez served as an emcee for Connections for Abused Woman and their Children Gala

**Tuesday, March 12<sup>th</sup>**

Mike Berman served as a speaker to a Broadcasting Class at Glenbrook North High

**Saturday, March 16<sup>th</sup>**

LeeAnn Trotter served as a Talent Hunt Judge

**Friday, March 22<sup>nd</sup>**

Regina Waldroup served as a speaker at Scholastic Press Association of Chicago Conference

**Saturday, March 23<sup>rd</sup>**

Regina Waldroup served as a Guest Host for the Road Trip Are We There Yet? Fashion Show

**Sunday, March 24<sup>th</sup>**

Alex Maragos served as an emcee for Shamrock Shuffle Awards Ceremony

**Thursday, March 28<sup>th</sup>**

Zoraida Sambolin served as an emcee for Chicago Latino Film Festival Opening Night Ceremony

**Saturday, March 30<sup>th</sup>**

Alex Maragos served as an emcee for The Inaugural Bob's Encore for The Reaumont Foundation to End Pancreatic Cancer

<b>Sunday, March 31<sup>st</sup></b>	Kye Martin served as an emcee for St. Jude Tea and Bridal Fashion Show
<b>Saturday, April 6<sup>th</sup></b>	Kye Martin served as an emcee for American Heart Association 'Chicago Heart Ball'
<b>Tuesday, April 9<sup>th</sup></b>	Christian Farr served as the emcee for MacCormac's 7th annual Learn2Laugh Event
<b>Thursday, April 11<sup>th</sup></b>	Regina Waldroup participated in Gunsaulus Scholastic Academy Career Day  Marion Brooks served as an emcee for Impact Gala
<b>Saturday, April 13<sup>th</sup></b>	Kalee Dionne participated in St. Mary Services Fashion Show
<b>Wednesday, April 17<sup>th</sup></b>	Christian Farr participated in Randy Braverman School Security Event
<b>Thursday, April 18<sup>th</sup></b>	Alex Maragos served as an emcee for Chicago Minority Supplier Development Council
<b>Tuesday, April 23<sup>rd</sup></b>	Kye Martin served as a speaker for March of Dimes 'Sunshine Rally'
<b>Wednesday, April 24<sup>th</sup></b>	Regina Waldrop served as an emcee for Gift of Hope Organ Summit
<b>Friday, April 26<sup>th</sup></b>	Michelle Relerford served as an emcee for World Future Forum
<b>Saturday, April 27<sup>th</sup></b>	Rob Stafford served as an emcee for Ronald McDonald House Gala
<b>Sunday, April 28<sup>th</sup></b>	Kye Martin served as an emcee for the March of Dimes 'March for Babies'  LeeAnn Trotter served as an emcee for Heart Beat 2019
<b>Tuesday, April 30<sup>th</sup></b>	Lisa Parker served as an emcee for Kids in Danger   Best Friend Night
<b>Wednesday, May 1<sup>st</sup></b>	Lisa Parker served as an emcee for Maryville Crisis Nursery Ladies Luncheon



**Thursday, May 2<sup>nd</sup>**

Zoraida Sambolin served as an emcee for American Lung Association Outstanding Mothers Awards

Susan Carlson served as an emcee for St. Mary School STEAM Awards

**Friday, May 3<sup>rd</sup>**

Kye Martin served as an emcee for March of Dimes |Construction and Transportation Awards

Zoraida Sambolin served as an emcee for The Art Center Highland Park Spring Benefit

**Sunday, May 5<sup>th</sup>**

Lauren Petty served as an emcee for Willowbrook 5K

Alex Maragos served as an emcee for Chicago's Greek Independence Day Parade

**Wednesday, May 8<sup>th</sup>**

Zoraida Sambolin served as an emcee for Breast Cancer Reconstruction Awareness Fundraiser

**Saturday, May 11<sup>th</sup>**

Rob Stafford served as an emcee for I AM A Gentleman event

**Tuesday, May 14<sup>th</sup>**

Phil Rogers served as a Keynote Speaker for Laura Bush, Salvation Army Civic Luncheon

**Thursday, May 16<sup>th</sup>**

Mary Ann Ahern served as a Panel Moderator for Genesis at the Crossroads Women Leadership

Zoraida Sambolin served as an emcee for Bright Futures Gala

**Saturday, May 18<sup>th</sup>**

Zoraida Sambolin served as an emcee for Make A Wish Ball Gala

**Tuesday, May 21<sup>st</sup>**

Chris Coffey served as a speaker for Northern Illinois Public Health Consortium

Anayeli Ruiz participated in Tinley Park High School Career Day

**Thursday, May 23<sup>rd</sup>**

Allison Rosati served as an Innovation Moderator for Celebrating Women

**Wednesday, May 29<sup>th</sup>**

Regina Waldroup served as a Keynote Speaker for Chicago Math & Science Academy HS Graduation

**Saturday, June 1<sup>st</sup>**

Rob Stafford served as an emcee of Dash For Detection

LeeAnn Trotter served as an emcee for GI Research Foundation 58<sup>th</sup> Annual Ball

Christian Farr, Jorge DeSantiago, Jessica Delgado served as emcees for Gospel Run

**Thursday, June 6<sup>th</sup>**

Anayeli Ruiz served as an emcee for Golden Trumpets Award

**Friday, June 7<sup>th</sup>**

Peggy Kusinski served as an emcee for Easterseals 38th Annual Golf Classic

**Thursday, June 13<sup>th</sup>**

Chris Hush served as an emcee for Pride event

**Friday, June 14<sup>th</sup>**

Christian Farr served as a Speaker for Fort Dearborn Elementary 8th Grade Commencement

Anayeli Ruiz served as a Speaker for Agustin Lara Academy 8th Grade Graduation

Christian Farr served as an emcee for Big Brothers Big Sister Graduation

**Tuesday, June 18<sup>th</sup>**

Anayeli Ruiz participated in the 8<sup>th</sup> Grade Graduation Ceremony for Back of the Yards Academy

**Friday, June 21<sup>st</sup>**

Ash-har Quraishi served as an emcee for Turning Point Behavioral Health Care Center 50th Anniversary benefit

**Thursday, June 27<sup>th</sup>**

LeeAnn Trotter served as Mistress of Ceremonies for "A Celebration of Bishop Dr. Claude Porter's Legacy & 50 Years of Service to PLCCA"

Chris Hush served as an emcee for Out@Comcast Summer Social

**Saturday, June 29<sup>th</sup>**

Allison Rosati served as an emcee for Journey Care Foundation Gala

**Sunday, June 30<sup>th</sup>**

Art Norman served as a Co-host for Push Convention Gospel Concert

**Thursday, July 18<sup>th</sup>**

Brant Miller and Jeff Blanz served as emcees for Gateway Green, Gaming for Green Event

<b>Saturday, July 20<sup>th</sup></b>	Regina Waldroup, LeeAnn Trotter, Art Norman: Taste of WVON appearance
<b>Wednesday, July 24<sup>th</sup></b>	Andy Avalos served as an emcee for Catholic Charities Golf Invitational
<b>Thursday, July 25<sup>th</sup></b>	Kate Chappell served as an emcee for Publican Quality Meats Charity Event for Pilot Light  Chris Hush served as an emcee for Between Friends event
<b>Saturday, July 27<sup>th</sup></b>	Art Norman served as an emcee for Ezekiel Taylor Scholarship Foundation

**2018/2019 - WSNS-TV's general sampling of sponsored community events and outreach:**

**2018**

<b>Sunday, August 5<sup>th</sup></b>	Zully Ramirez, Iris Berrios, Alfonso Gutierrez participated in the Ecuadorian Parade.
<b>Sunday, August 19<sup>th</sup></b>	Jessica Delgado served as an emcee for Venezuelan Fundraiser
<b>Tuesday, August 28<sup>th</sup></b>	Alfonso Gutierrez and Anabel Monge served as emcee for Mexico en el Corazon.
<b>Sunday, September 9<sup>th</sup></b>	Anabel Monge and Maricela Vazquez served as emcee for the Mexican Independence Parade Breakfast.  Alfonso Gutierrez, Anabel Monge, Maricela Vazquez, Iris Berrios, Jorge DeSantiago all participated in the Mexican Parade.
<b>Thursday, September 13<sup>th</sup></b>	Hilda Gutierrez served as emcee for the Mexican Independence Celebration.
<b>Friday, September 14<sup>th</sup></b>	Jessica Delgado was a presenter at the Gipsy King Concert.
<b>Sunday, September 15<sup>th</sup></b>	Alfonso Gutierrez, Hernan Fratto, Jessica Delgado, and Hilda Gutierrez all participated in Fiestas Patrias in Cicero.

<b>Sunday, September 16<sup>th</sup></b>	Maria Elena Ponticiello presented Los Tigres Del Norte at Ravinia.
<b>Thursday, October 4<sup>th</sup></b>	Alfonso Gutierrez served as emcee for the Kick Off for Cuatro Festival.  Hernan Fratto served as emcee for Centro Romero's Gala.
<b>Thursday, October 11<sup>th</sup></b>	Sandra Torres, Hilda Gutierrez, Maria Elena Ponticiello, Jessica Delgado, Iris Berrios, Karla Leal, Anayeli Ruiz: Latino Fashion Week Celebrity Cat Walk Participants
<b>Thursday, October 18<sup>th</sup></b>	Jorge DeSantiago served as an emcee for the LGBT History Month Celebration
<b>Saturday, October 27<sup>th</sup></b>	Irene Sanchez served as an emcee for Trotter Project Gala.
<b>Monday, December 3<sup>rd</sup></b>	Irene Sanchez moderated the Latino Poder de Mujer

## **2019**

<b>Friday, February 15<sup>th</sup></b>	Alfonso Gutierrez, Anabel Monge, Maricela Vazquez, and Rodrigo Arana all participated at the Chicago Auto Show Hispanic Day.
<b>Saturday, February 16<sup>th</sup></b>	Hernan Fratto served as an emcee for the National Hispanic Hero Award Dinner.
<b>Monday, March 4<sup>th</sup></b>	Alfonso Guti��rrez and Anayeli Ruiz served as an emcee for Jalisco Sin Fronteras
<b>Tuesday, March 12<sup>th</sup></b>	Anabel Monge served as an emcee for Vitalent NextUp event
<b>Friday, March 29<sup>th</sup></b>	Alfonso Gutierrez served as an emcee for CPS Dream Fund Scholarship Fundraiser
<b>Thursday, April 4<sup>th</sup></b> Cecilia LLS emcee	Jessica Delgado served as an emcee for La Santa
<b>Thursday, April 12<sup>th</sup></b>	Jessica Delgado served as an emcee for Circo Hermanos Vazquez Telemundo Day

<b>Friday, April 26<sup>th</sup></b>	Alfonso Gutierrez served as an emcee for HACE's 37th Anniversary Leadership Career Summit and Gala emcee
<b>Friday, May 3<sup>rd</sup></b>	Alfonso Gutierrez and Anayeli Ruiz served as co-emcees for   Hispanic Pros Cinco de Mayo Networking Celebration
<b>Wednesday, May 8<sup>th</sup></b>	Alfonso Gutierrez served as a speaker for Holden School Career Day
<b>Saturday, May 11<sup>th</sup></b>	Jessica Delgado participated in Latinas Workshop Participant
<b>Sunday, June 30<sup>th</sup></b>	Alfonso Gutierrez, Maricela Vazquez, Iris Berrios, Gio Garcia, Jorge DeSantiago participated in the Pride Parade
<b>Wednesday, Julia 31<sup>st</sup></b>	Hernan Fratto: Metro 95.1 Radio guest from Lallapolooz

#### Appendix A: Recruiting Sources 2018 - 2019

Ms. Shameka Turner Director, Marketing & Development <b>Austin Coming Together</b> 5049 W. Harrison Chicago, IL 60644 (773) 417-8606 sturner@austincomingtogether.org		Ms. Evelyn Rivera-Swint <b>CEDA - Community &amp; Economic Dev. Associations of Cook County, Inc.</b> 567 W. Lake Street, Suite 1200 Chicago, IL 60661 (312) 782-2332 (312) 795-1034 Fax erswint@cedaorg.net
Ms. Pattlyn Beals Adminstrative Manager <b>Chatham Business Association</b> 806 E. 78 <sup>th</sup> Street Chicago, IL 60619 (773) 794-5006 (773) 855-8905 Fax pattilynbeals@cbaworks.org		Mr. Darius Ballinger <b>Chasing23 Youth Empowerment Group</b> 4501 S. Calument Ave., Apt # 3N Chicago, IL 60653 (312) 504-6719 info@chasing23.org

c/o Mr. Will Davis <b>Governors State University</b> 1 University Parkway University Park, IL 60484 (708) 235-7494		Ms. Kelly Anne Ohde Director of Communications <b>Easter Seals Chicago</b> 1939 W. 13 <sup>th</sup> Street Chicago, IL 60608 (312) 491-4110 kellyanne.ohde@eastersealschicago.org
Ms. Lisa See Kim <b>Mikva Challenge</b> 200 S. Michigan Ave., Suite 100 Chicago, IL 60604 (312) 863-6340 lisa@mikvachallenge.org		Ms. Monica Hurtado <b>St. Augustine College</b> 1345 W. Argyle Street Chicago, IL 60640 (773) 878-8756 mhurtado@iwe.staugustine.edu
Ms. Tammy L. Deavours Chief Operations Officer <b>United States Hispanic Leadership Institute</b> 431 S. Dearborn Street, Suite 1203 Chicago, IL 60605 (312) 427-8683 tdeavours@ushli.org		

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Media Manager, WMAQ-TV

Date Job Filled: 8/6/2018

Recruitment Source  
That Referred  
Ultimate Hire: nbcunicareers.com (and other job sites)

Total Number of  
Interviewees: 4

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCUnivesal.com (3)	N/A	N/A	N/A	No
Current Temp Employees (1)	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Digital Specialist (NBC Chicago & Telemundo)

Date Job Filled: 10/1/2018

Recruitment Source  
That Referred  
Ultimate Hire: Current NBCU Staff Employee

Total Number of  
Interviewees: 2

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
NBCUnivesal.com (1)	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)



**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: News Content Producer - WMAQ

Date Job Filled: 10/29/2018

Recruitment Source  
That Referred  
Ultimate Hire: nbcunicareers.com (and other job sites)

Total Number of  
Interviewees: 4

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com (3)	N/A	N/A	N/A	No
Former Intern (1)	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Sales Account Executive (NBC Chicago)

Date Job Filled: 11/1/2018

Recruitment Source  
That Referred  
Ultimate Hire: Current NBC Staff Employee

Total Number of  
Interviewees: 8

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com (7)	N/A	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Platform Manager - WMAQ

Date Job Filled: 11/12/2018

Recruitment Source  
That Referred  
Ultimate Hire: Current NBCU Staff Employee

Total Number of  
Interviewees: 2

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Current NBCU Staff Employee (2)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Reporter - WMAQ

Date Job Filled: 12/3/2018

Recruitment Source  
That Referred  
Ultimate Hire: Talent Agent

Total Number of  
Interviewees: 11

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Talent Agent (6)	N/A	Lisa Miller, Ken Lindner, Babbette Perry, Rick Ramage, Adam Liebner, David Ahrendts	N/A	No
Industry & Business Contact Referral (5)	N/A	NABJ	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: News Content Producer - WMAQ

Date Job Filled: 1/7/2019

Recruitment Source  
That Referred  
Ultimate Hire: nbcunicareers.com (and other job sites)

Total Number of  
Interviewees: 6

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com (4)	N/A	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
Contract Recruiter (1)	N/A	N/A	NABJ	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: News Content Producer WMAQ

Date Job Filled: 1/7/2019

Recruitment Source  
That Referred  
Ultimate Hire: NBCUnicareers.com (and other job sites)

Total Number of  
Interviewees: 4

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCUnicareers.com (3)	N/A	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: News Content Producer - WMAQ

Date Job Filled: 2/18/2019

Recruitment Source  
That Referred  
Ultimate Hire: Current Temp Employees

Total Number of  
Interviewees: 5

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Current Temp Employees (1)	N/A	N/A	N/A	No
Industry & Business Contact Referral (1)	N/A	Carol Marin	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
NBCunicareers.com (2)	N/A	NABJ intially	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Managing Editor - WMAQ

Date Job Filled: 3/11/2019

Recruitment Source That Referred Ultimate Hire: Industry & Business Contact Referral

Total Number of Interviewees: 24

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Industry & Business Contact Referral (10)	N/A	NA	N/A	No
NBCunicareers.com (6)	N/A	N/A	N/A	No
Employee Personal Referral (3)	N/A	Greg Butler, Anzio Williams, Matt Glassman		
Current NBCU Staff Employee (5)	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)



**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Manager, Research & Programming

Date Job Filled: 4/15/2019

Recruitment Source

That Referred

Ultimate Hire:

Current Comcast Staff Employee

Total Number of

Interviewees:

2

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Employee/Personal Referral (1)	N/A	Anthony (Tony) Macaluso	N/A	No
Current Comcast Staff Employee (1)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Client Svs Rep (WMAQ)

Date Job Filled: 4/17/2019

Recruitment Source  
That Referred

Ultimate Hire: Current NBCU Staff Employee

Total Number of  
Interviewees: 9

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCUnivesal.com (7)	N/A	N/A	N/A	No
Current NBC Staff Employee (1)	N/A	N/A	N/A	No
Current Temp Employees (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Marketing Planner (NBC Chicago & Telemundo)

Date Job Filled: 4/29/2019

Recruitment Source  
That Referred

Ultimate Hire: Current NBCU Staff Employee

Total Number of  
Interviewees: 5

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Current NBCU Staff Employee (2)	N/A	N/A	N/A	No
Current Temp Employees (1)	N/A	N/A	N/A	No
NBCunicareers.com (1)	N/A	N/A	N/A	No
Employee Personal Referral (1)	N/A	Richard Hudock	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: IT Support Analyst

Date Job Filled: 5/13/2019

Recruitment Source  
That Referred

Ultimate Hire: Current NBCU Staff Employee

Total Number of  
Interviewees: 4

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
Sourced from LinkedIn by NBCU TA (3)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Client Svcs Rep

Date Job Filled: 5/28/2019

Recruitment Source  
That Referred  
Ultimate Hire: Industry & Business Contact Referral

Total Number of  
Interviewees: 5

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Former Intern (2)	N/A	Jody Bajor	N/A	No
NBCunicareers.com (1)	N/A	N/A	N/A	No
Industry & Business Contact Referral (1)	N/A	N/A	N/A	No
Employee/Personal Referral (1)	N/A	Mary Kahn	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Executive Producer - WMAQ

Date Job Filled: 5/29/2019

Recruitment Source  
That Referred  
Ultimate Hire: Employee/Personal Referral

Total Number of  
Interviewees: 8

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Employee/Personal Referral (1)	N/A	N/A	N/A	No
NBCunicareers.com (and other job sites) (6)	N/A	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Manager, Integrated Sales Marketing

Date Job Filled: 6/10/2019

Recruitment Source  
That Referred

Ultimate Hire: Current NBCU Staff Employee

Total Number of  
Interviewees: 4

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Current NBCU Staff Employee (3)	N/A	N/A	N/A	No
Employee/Personal Referral (1)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Digital Video Producer – NBC and Telemundo Chicago

Date Job Filled: 6/24/2019

Recruitment Source  
That Referred  
Ultimate Hire: Former Intern

Total Number of  
Interviewees: 6

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
NBCunicareers.com (3)	N/A	N/A	N/A	No
Industry & Business Contact Referral (1)	N/A	N/A	N/A	No
Former Intern (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)



**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Producer, WMAQ-TV

Date Job Filled: 7/8/2019

Recruitment Source  
That Referred

Ultimate Hire: Employee Personal Referral

Total Number of  
Interviewees: 3

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Current NBCU Staff Employee (2)	N/A	N/A	N/A	No
Employee Personal Referral (1)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Sales Account Executive

Date Job Filled: 7/8/2019

Recruitment Source  
That Referred

Ultimate Hire: Industry & Business Contact Referral

Total Number of  
Interviewees: 6

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Industry & Business Contact Referral (5)	N/A	N/A	N/A	No
Employee Personal Referral (1)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: News Content/Digital Producer – NBC Chicago

Date Job Filled: 7/29/2019

Recruitment Source  
That Referred

Ultimate Hire: NBCUnicareers.com (and other job sites)

Total Number of  
Interviewees: 6

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com (3)	N/A	N/A	N/A	No
Employee/Personal Referral (2)	N/A	Lisa Allen, Kim	N/A	No
Current Temp Employees (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Sports Content Producer-NBC Chicago

Date Job Filled: 7/29/2019

Recruitment Source  
That Referred

Ultimate Hire: Employee/Personal Referral

Total Number of  
Interviewees: 2

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Employee/Personal Referral (1)	N/A	Steve Lippo	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: Sales Account Executive

Date Job Filled: 11/1/2018

Recruitment Source  
That Referred

Ultimate Hire: Current NBCU Staff Employee

Total Number of  
Interviewees: 1

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: News Producer, WSNS-TV

Date Job Filled: 3/4/2019

Recruitment Source  
That Referred

Ultimate Hire: NBCUnicareers.com (and other job sites)

Total Number of  
Interviewees: 6

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com (6)	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: Executive Producer

Date Job Filled: 3/4/2019

Recruitment Source  
That Referred

Ultimate Hire: NBCUnicareers.com (and other job sites)

Total Number of  
Interviewees: 11

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com (9)	N/A	N/A	N/A	No
Current NBCU Staff Employee (2)	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: News Producer, WSNS-TV

Date Job Filled: 5/28/2019

Recruitment Source

That Referred

Ultimate Hire: Employee/Personal Referral

Total Number of Interviewees: 2

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
Employee/Personal Referral (1)	N/A	Phillip Sierra	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)



**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: Promotion Producer, WSNS-TV

Date Job Filled: 6/24/2019

Recruitment Source  
That Referred  
Ultimate Hire: Current NBCU Staff Employee

Total Number of  
Interviewees: 5

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Current NBCU Staff Employee (4)	N/A	N/A	N/A	No
Employee/Personal Referral (1)	N/A	Rody Fernandez	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: Sales Account Executive

Date Job Filled: 7/15/2019

Recruitment Source

That Referred

Ultimate Hire: Employee/Personal Referral

Total Number of  
Interviewees: 4

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Industry & Business Contact Referral (2)	N/A	N/A	N/A	No
Nbcunicareers.com (1)	N/A	N/A	N/A	No
Employee/Personal Referral (1)	N/A	Germon Santiago	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)